



One Meadow Road
Oconomowoc, WI 53066

Robert Conners
Regional Vice President, Operations
262-569-7243

October 23, 2018

Via Overnight Mail

Workforce Development Agency, State of Michigan
ATTN: Pam Vance
201 North Washington Square, 5th Floor
Lansing, MI 48933



Dear Ms. Vance:

This letter will serve as official notice that Bimbo Bakeries USA, Inc. (the "Company") will cease operations at its Bays Bakery facility located at 8330 W. Chicago Road, Detroit, MI 48204. The Company presently anticipates a permanent closure of the facility occurring on or about **January 2, 2019**, or within a fourteen day period commencing on that date.

The Company believes that this planned action may constitute a plant closing or a mass layoff for the purposes of the Federal Worker Adjustment and Retraining Notification Act ("WARN"), and therefore, this letter is intended to fulfill the requirements of WARN. All affected associates will receive all earned wages and benefits for the 60-day notice period (through **January 2, 2019**). Affected associates who are not called into work during any part of the 60-day notice period will continue to be paid and receive benefits through **January 2, 2019**, in lieu of WARN notice.

This action will affect salaried and non-union associates, as well as all bargaining unit associates represented by the union listed below. Company policy contains no provisions for transfer or reassignment. Bumping rights, if any, for union associates are governed by the applicable collective bargaining agreements. I have attached a list of job titles and the number of associates in each job title that will be affected by the closure.

Union associates affected by this closure are represented by the following Union, to which written notice of the Company's plans has been provided separately:

BCTGM Local 326
Nikee Craine, President
10501 Allen Rd.
Allen Park, MI 48101

This announcement and the information provided in this notice are based on the best information available to the Company as of the date of this notice. If you have any questions, please contact me or Erika Bradd, HR Manager at 616-238-1060.

Very truly yours,

A handwritten signature in black ink that reads "Robt P. Conners".

Robert Conners
Regional Vice President, Operations

Enclosure

**BIMBO BAKERIES USA, INC.
BAYS BAKERY DETROIT, MI
LIST OF IMPACTED POSTIONS**

<u>JOB TITLE</u>	<u>NO. OF POSITIONS</u>
Assistant Roll Machine Operator.Production.	4
Griddle Operator.Production.	4
Griddle Pan Setter.Production.	6
Group Leader Griddle/Wrapping.Production.	2
Maintenance.Maintenance.	2
Mixer.Production.	2
Rack Handler.Production.	1
Relief.Production.	4
Roll Machine Operator.Production.	1
Sanitation.Sanitation.	5
Wrapper Operator.Production.	11
Plant Manager.Manufacturing.	1
Administrative Assistant.Manufacturing.	1
Supervisor Production.Manufacturing.	4
Supervisor Plant Maintenance.Manufacturing.	1
Mechanic.Maintenance.	1
Total	50